

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: <i>grew up on farm - 1st HS + college grad essential for success + pass on to students in + way newsletters depending on grade level for frequency</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: <i>North Clark Jr HS Hi - 5th gr reading 7th gr 12th (37) EP 450 students parttime position 1 yr KQ Cook Elem ; worked in CGSD 3 mos when grad 1 and 3 mos Res. speaker managed a restaurant</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 / 1

20 / 24

212

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

EMPLOYMENT INTERVIEW ANALYSIS

Tracy Johnson
 Name of Applicant *El. Ed (prep in Reading/Sci. St. - instruction of Gifted*
 Position Applied for
 Areas of Certification
 Name of Interviewer
 Date of this Interview

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Ed. Literacy - read aloud, shared reading writing across curriculum</i> <i>Reading, Writing, Spoken Language Math Sci Soc St.</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>Engage learners - self discipline</i> <i>work to individual learning levels</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
COMMENTS: <i>Reformed - know differences</i> <i>formed reasons myself if students not successful</i> <i>students read at their level.</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: <i>Master in Reading / Curriculum & Instruction</i> <i>Integrity along with test, ethics</i> <i>Confidentiality-</i> <i>Teamwork - ok</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

6 / 11

19 / 24

30 / 24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <i>Karen Jamison</i>	Position Applied for <i>Elem Ed, Reading Specialist, 5th, K-12</i>
Areas of Certification <i>Team B.</i>	
Name of Interviewer <i>Mar 22</i>	
Date of this Interview	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<i>3</i>
COMMENTS: <i>1) Ed. Ed - all aspects. kind to be entirely involved - had all the components</i> <i>2) Ed, W.S., L, math, 5th - 5th, art, music</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<i>2</i>
COMMENTS: <i>3) Discipline - kept actively engaged - off/ behavior</i> <i>Self-discipline - model of appropriate behavior</i> <i>4) Good to know learning levels, recognize students for all</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<i>3</i>
COMMENTS: <i>5) Informal - off - real just, low level of involvement</i> <i>Formal - use to assess and myself, 2 level of observation</i> <i>6) Real level, strategies to improve, in context of learning</i> <i>evaluation - behavior & learning</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: ① f.d. - Working in reading room. Can - plan to do some design. Enrichment plan. ② Integrity - Confidential would not give away - feel you are bringing to conf. - responsibility to not share info. thing. Transmittal - enhance on letter as a transfer to school & oversee.					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	3
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS Extremely distracted or confusing with poor grammar.					
Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.					
Appropriate poise and personality needed to perform job. Adequate ability to communicate.					
Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.					
3					
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

18/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Karen Jamieson</u>		Position Applied for <u>Part 2 of 4-Rel.</u>	
Areas of Certification <u>Team B</u>			
Name of Interviewer <u>03/22/04</u>			
Date of this Interview <u>8th gr Pdg & Gd. 1-10 North Clam.</u>			

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3

COMMENTS: I am not at all content area - broad range
not formal. Some Independent

Part 2 of 4-Rel. Art Music

II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
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COMMENTS: Engaged in act - Self description - Community type
Model - reiterate -
teach to learning levels
rec. for success

III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
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COMMENTS: Informal

Formal - guide what goes student learning } Grades
reassess self & relearn } instr. reform

Rdg strategies / Speaking & listening incorporated

learning is a conversation
Integrate writing

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM:	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: Praxis in Rdg & SS - masters in Rdg Curriculum Design Writing a Schoolwide Engagement program for NC I can do the right thing - ethical Team Work - enhances abilities, enhances success in team creates a community					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 /1

17/24

18

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

<u>Karen Jamieson</u> Name of Applicant	Position Applied for
<u>K-8 + Rtg. Spec. + Soc. St. 7-12</u> Areas of Certification	
Name of Interviewer	
<u>3.22.04</u> Date of this Interview	

North Clarion - Rtg. - Gifted - Sr. High

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>all obj. are driven by standards. Make the lessons realistic. Assess. guides lesson planning - student/teacher informal assessments</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Small groups, centers, area to gather as a "community". Encourage high quality with high expectations at different levels</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Reading & Writing - speak - learn by conversations listening is part of it too understanding</i> <i>Scaffolding</i>					
<i>Fair - everyone gets what they need. Teach to individual ability</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Small form - 1st to graduate HS + college. WE essential to success in life</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS: <i>weekly - as bi-weekly - middle high use of team in school.</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

+ 1 / 1

24 / 24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant	Becky Kelly	Position Applied for	Gifted
Areas of Certification	Early Childhood		
Name of Interviewer	BS		
Date of this Interview	5/3/04		

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: (1) Stds → differentiated instruction to meet students' needs in classroom (2) assessment drives instruction - basis					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: (3) every student is different - metric on project (4) expectations set, clear — self fulfilling prophecy					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: (5) pull out - work to do to individualize for each student - most effective. Cooperate for reg ed - fundamental - (original) acceleration meet needs constantly (6) variety - bloom taxonomy - accelerate, broaden experience △ process of learning △ product (7) T. W. experience - assess where are + move on words, oral, action, multiple integrate w/ky. id -					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: 8. Master's degree - access, ACT 4B (online) 9. Integrity - honest, truthful relationships, honesty w/ parents - administrative Confidentiality - need to know access, rights Teamwork - makes or breaks it - positive - parents, reg ed + gifted 10. answers GEP - stud interviews/survey's					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: Lockhart 9 th grad; NJ. parent - non spec. ed. - 1 1/2 yr. action class. sub. SE Software Technician - taught Kindergarten - 1st, 2nd Secondary gifted condition; GIEP, Curr. writing (Eggs)					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/11

2/124

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>BECKY KELLY</u>	Position Applied for <u>Gifted Ed.</u>
Areas of Certification <u>EARLY CHILDHOOD / Sub Area / software technician for special / 3 yrs. / Gifted Coordinator</u>	
Name of Interviewer <u>WACT</u>	
Date of this Interview <u>5/3/04</u>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Standard to differentiate instruction assessment, still drive instruction use rubric to recognize</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>set expectations (clear) consequences (clear)</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>* Chap 16 - individualized for each child program based on the collaborative effort variety of motivation / Bloom taxonomy delivery - content-product solid technology skills</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Working on Master's program (Gifted) Build honest truthful relationship w/ parents/admin Confidentiality - need to know Homework makes or breaks the program focus on Gifted students.</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 / 11

24 / 24

25

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Becky Kelly</u>	Position Applied for <u>Gifted Ed</u>
Areas of Certification <u>Early Childhood degree, Autism, Software Tech for Spec. Ed., GTEP writing</u>	
Name of Interviewer <u>Krist Meader</u>	
Date of this Interview <u>5-3-04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS: <u>Standards- differentiated instruction opportunity. more student along continuum.</u> <u>Assessment - drive instruction - basis of knowing where stud. is.</u>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <u>High Quality - each will be different. Use rubrics, projects will be different.</u> <u>Mgt. System. - set expectations. Set tone for entire classroom.</u>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	3
COMMENTS: <u>Model - ch. 16 says we need to do more individualization & Reg ed, admin, Gifted & chrs. Cooperation needed.</u> <u>eg, acceleration, compacting, etc...</u> <u>Instruction - variety to meet each ind. needs. Bloom's Taxonomy.</u> <u>Accelerate content & broaden experiences. Change process of delivery - similar to other spec. ed.</u> <u>Technology - everywhere today. Assess, then move along</u>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: <i>Master's degree. Act 48 hours req. Columbia/Purdue</i> <i>Searching online for gifted. (not in PA)</i> <i>Integrity - honest relationships w/ admin / parents / students -</i> <i>Confidentiality - can't release names, need to know. Teamwork - this initiative</i> <i>Communicate. GEP - clear communication. Phone call.</i> <i>from and for support from parents/teachers.</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

0 / 1

22 / 24

23

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EMPLOYMENT INTERVIEW ANALYSIS

Becky Kelly	
Name of Applicant	Position Applied for
Early Childhood	3 yrs - secondary
Areas of Certification	
Name of Interviewer	
5/3/04	NJ - school and for school
Date of this Interview	LS - but having been

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: ① ?? ② Assessment should be done well. Can't effectively understand without assessment.					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: ③ Long student high qual. work is different. This ④ Set expectations clear - consequences.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: ⑤ Followed program as the lesson plan. We need to make sure we are following the curriculum. We need to make sure we are following the curriculum. We need to make sure we are following the curriculum. ⑥ Variety - different tasks - and, sometimes, different, and it's important. ⑦ Can be used with students in today's world - in the world. It is important to have good knowledge of the world.					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
COMMENTS: (8) will get master's - Oct 45 & Access as well. Security in - done - (9) integrity - build an honest, truthful relationship - do not want you away from work etc. Conf - don't share info - need to know teamwork - makes a better - 3. steps must do the the legend to be well					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS: (10) GLEP - quality of halfway - ok assessment.					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

i / 1

23/24

23

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

<u>Becky Kelly</u> Name of Applicant	<u>Gifted - Elem.</u> Position Applied for
<u>Early Childhood</u> Areas of Certification	
<u>DAC</u> Name of Interviewer	
<u>5.3.04</u> Date of this Interview	

N.J. - Basic Skills PA - Autism 1.5yr. Software Tech / Sec. Gifted Coord. < Lord + Greenleaf 3yr.

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Standards create an opportunity to differentiate instruction across. Drive instruction</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Expectations establish recognition</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Pull out programming - we have a lot of work to go to fulfill state requirements. Methods - variety - Bloech's Technology, presentation of content Tech is everywhere - assess level of knowledge endless possibilities</i>					

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
COMMENTS: Plans to get a Master's Degree - Gifted - Columbia/Purdue Integrity - build honest + truthful relationship w/ students, parents + admin. Conf. - can't release name; need to know Teamwork - everyone working together - facilitator					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS: G.I.E.P., 1/4ly reporting,					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

1/24

24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant	Becky Kelly	Position Applied for	Tchr. of gifted
Areas of Certification	Early ch. / ched -		
Name of Interviewer	John Karns		
Date of this Interview	5/3/04		

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: 1. Refr. instruction book on needs. 2. Let's you know where student is & where you need to go 3					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: 3. Everyone's high quality work would be different. 4. Management based on expectations of students (excellent answer)					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: 5. Knows chpt. 66 - should be where we are headed. - most effective where program is based on total cooperation. 6. Variety to meet individual needs - quoted Brian Tammey as a basis for developing an I.E.P. - Same model as L.S. only have higher expectations 7. Tech - "everyone you go, everything you do." move along according to where they are -					

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: 8. work towards a master + assess hours / At 48 Move toward 9. a - Bulky honest / truthful relationships w/ all - Trust based program. b - credibility - same as LS as well as reg. ed. 10. Building of "positive politics" essential. - Did not receive positive PR.					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: Exposure w/ 2nd Graded Programing (2grd)					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 / 11

23/24

24/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant: <u>Berlin, Kelly</u>	
Position Applied for: <u>Early Childhood - Learning</u>	
Areas of Certification: <u>Software for Speed</u> <u>Sec. Gifted Child.</u>	
Name of Interviewer: <u>SGood</u>	
Date of this Interview: <u>05-03-04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <u>Strong initial support in differentiating instruction</u> <u>new design instructions to meet indiv. needs</u> <u>flexible basis of instruction</u>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <u>Know students abilities - every child's highlighter of work is different</u> <u>Set expectations - very clear, very clear consequences - self-fulfilling prophecy</u>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <u>Everyone's capabilities - acceleration, compacting</u> <u>needs met daily</u> <u>Variety of methods of instruction - mentioned Blooms</u> <u>Change process of delivery, content and product</u> <u>Can't be successful in today's workplace</u> <u>unless capable to work with tech.</u>					

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: Plan to get Masters in Gifted Ed (on-line) Integrity - to build honest and truthful relationship with par- Conf- + trusting Team Work - build policies need to Annual GIEP surveys interviewing create a strong prog. follow up on GIEP letter or phone call					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 / 1

23/24

24

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EMPLOYMENT INTERVIEW ANALYSIS

REBECCA KELLY Name of Applicant	CIFTED Position Applied for
EARLY CHILDHOOD Areas of Certification	
Nick Champagne Name of Interviewer	
5/3/04 Date of this Interview	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ 1 / 1

☐ 23 / 24

24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant	Betsy Kelly	Position Applied for	Gifted
Areas of Certification	Heller		
Name of Interviewer	5/3/04		
Date of this Interview			

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Individualize - continue - what they need - Assessments - Basis for Instruction - Drives Instruction					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Every student's work is at a high quality - at different level Very clear expectations -					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: Biggot Program - Program - Chapter 16 Depends on Philosophy of Educator The whole District most effective the entire District Support Most effective - is a variety to meet all needs Bloom Taxonomy - Technology - It cannot be under estimated - Every student - Software remedial					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring	Exceeds our expectations of average candidates.	4
COMMENTS: Master's Degree - Access hrs. 40 hrs. - <u>Integrity</u> - Bld. honest & trusting relationships with Parents/Adm/- <u>Confidentiality</u> - Can't release names - GTEP Program of study can only be accessed by people who need to know Teen Work - makes or breaks up the Gifted Program all people					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS: Bay Info & have authority					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: Grad. - Lock Haven - EC - M.S. - Pullout Program - Assessing needs Autism - 1.5 yrs. - Sullivan Tech - Confidentiality Designing Server - Liaison - Gifted - Allegheny, Conn. Valley, Penncrest, Mainway Gifted					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

24

11
24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant	Becky Kelly	Position Applied for	gustad
Areas of Certification	early childhood		
Name of Interviewer	BS		
Date of this Interview	5/3/04		

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: ① Stds → differentiated instruction to meet students' needs in content ② assessment drives instruction - basis					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: ③ every student work is different - unique in project ④ expectations set, clear — self fulfilling prophecy					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: ⑤ pull out - work to do to individualize for each student - most effective. Cooperative for reg ed - administrator - Compacts/acceleration meet needs constantly ⑥ Variety - blooms taxonomy - accelerate, broaden experience △ process & product ⑦ F. is everywhere - assess there are + more on words, eval, assess, analyze integrate w/ reg. ed -					

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: 8. master degree - access, Act 48 (online) 9. Integrity - honest, truthful relationship, transparency at parent-administration Confidentiality - need to know access, rights Titianah - makes or breaks it - positive - parents, reg ed + gifted 10. answer GEP - stud interview/survey;					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: Lockman grad; NJ. parent - 1st spec. ed. - 1 1/2 yr. caten class sub. SE software technician - taught Kargwell - 1st power - Secondary gifted Coordinator; GEP, Curr. writing Egan					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

2/124

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>BECKY KELLY</u>	Position Applied for <u>Gifted Ed.</u>
Areas of Certification <u>EARLY CHILDHOOD / Sub Action / software technician for speaker / 3 yrs. / SLT Gifted Coordination</u>	
Name of Interviewer <u>WALT</u>	
Date of this Interview <u>5/3/04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Standard to differentiate instruction assessment should drive instruction use rubric to recognize</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>set expectations (clear) consequences (clear)</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>* Chap 16 - individualized for each child program based on the collaborative effort variety of motivation / Blooms taxonomy delivery - content-product solid technology skills</i>					

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Working on Master's program (Gifted) Build honest truthful relationship of parents/adm Confidentiality - need to know Homework issues or breaks the program focus on Gifted practices.</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/11

24/24

25

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Becky Kelly</u>	Position Applied for <u>Gifted Ed</u>
Areas of Certification <u>Early Childhood degree, Autism, Software Tech for Spec. Ed., GTEP writing</u>	
Name of Interviewer <u>Kint Meader</u>	
Date of this Interview <u>5-3-04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <u>Standards - differentiated instruction opportunity. More student along continuum.</u> <u>Assessment - drive instruction - basis of knowing where student is.</u>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <u>High Quality - each will be different. Use rubrics, projects will be different.</u> <u>Mgt. System. - Set expectations. Set tone for entire classroom.</u>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <u>Model - Ch. 16 says we need to do more individualization & Reg ed, admin, Gifted & chrs. Cooperation needed.</u> <u>eg, acceleration, compacting, etc...</u> <u>Instruction - variety to meet each ind. needs. Bloom's Taxonomy.</u> <u>Accelerate content & broaden experience. Change process of delivery - similar to other spec. ed.</u> <u>Technology - everywhere today, Assess, then move along</u>					

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: <i>Masters degree. Act 48 hours for Columbia/Purdue</i> <i>searching online for gifted. (not in PA)</i> <i>Integrity - honest relationships w/ admin / parents / students -</i> <i>Confidentiality - can't release names need to know. Teamwork - tk. initiative</i> <i>Communicate. GIEP - Occasional communication. Phone call.</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	<i>from your support from parents/teachers.</i> 4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

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22 / 24

23

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EMPLOYMENT INTERVIEW ANALYSIS

<u>Becky Kelly</u> Name of Applicant		Position Applied for <u>Early Childhood</u>	
<u>Notes</u> Areas of Certification		<u>3 yrs - secondary</u>	
<u>[Signature]</u> Name of Interviewer			
<u>5/3/04</u> Date of this Interview		<u>NJ - pull out for state</u> <u>LS - but having trouble</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: ① ?? ② Assessment should done inside. Can't effectively instruct without assessment					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: ③ Every student high qual. work is different. Pencil ④ Set expectation clear - consequences.					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: ⑤ Pull out paper at the time. On 16. we need to understand for our students. comp. between reg. sat. admin. needs met every day. ⑥ Variety - story text - end, repetition, delivery, content, individualization ⑦ Can't be understood in today's world - in the workplace - it is everywhere - good knowledge of tool.					

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TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: ⑧ will get matters - Act 48 & Access as well. Searching in - line - ⑨ integrity - build an honest, truthful relationship - do what you say you will do. Conf - don't share info - need to know Document - makes a book - 9. steps must do this the legend to					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS: ⑩ GIEP - greatly a halfway - ok assessment.					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

f/1

23/24

23

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Becky Kelly</u>	Position Applied for <u>Gifted - Elem.</u>
Areas of Certification <u>Early Childhood</u>	
Name of Interviewer <u>DAC</u>	
Date of this Interview <u>5.3.04</u>	

N.J. - Basic Skills PA - Autism 1.5yr Software Tech / Sec. Gifted Coord. < Lord + Greenleaf 3yr

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Standards create an opportunity to differentiate instruction assess. Drive instruction</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Expectations establish recognition</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Pull-out programming - we have a lot of work to do to fulfill state requirements. Methods - variety - Bloch's Technology, presentation of content Tech is everywhere - assess level of knowledge endless possibilities</i>					

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: <i>Plans to get a Master's Degree - Gifted - Columbia/Purdue</i> <i>Integrity - build honest + truthful relationship w/ students, parents + admin.</i> <i>Conf - can't release name; need to know</i> <i>Teamwork - everyone working together - facilitator</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS: <i>G.I.E.P., 1/4ly reporting,</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1/1

1/24

24

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <i>Becky Kelly</i>	Position Applied for <i>Tchr. of gifted</i>
Areas of Certification <i>Early childhood -</i>	
Name of Interviewer <i>John Karns</i>	
Date of this Interview <i>5/3/04</i>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<i>4</i>
COMMENTS: <i>1. Refr. institution based on needs.</i> <i>2. Let you know where student is & where you need to go</i> <i>2</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<i>4</i>
COMMENTS: <i>3. Everyone's high quality work would be different.</i> <i>4. Management based on expectations of students (excellent answer)</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	<i>4</i>
COMMENTS: <i>5. Knows. chpt. 16 - should be where we are headed. - most effective where program is based on total cooperation.</i> <i>6. Variety to meet individual needs - quoted Bloom's Taxonomy as a basis for developing an I.E.P. - Same model as L.S. only have higher expectations</i> <i>7. Tech - everywhere you go, everything you do. "move along according to where they are"</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS: 8. work towards a master + keep him/At 48 move toward 9. a. Bulky heart / truthful relationships w/ all - Trust based program. b. capability - same as L.S. as well as reg. ed. 10. Building of "positive policies" essential. - Did not receive positive PR.					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: Experience w/ 2nd G. P. Program. (3/9/03)					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 / 1

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93-124

24/24

EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Berlin, Kelly</u>	Sp. Need Position Applied for <u>Autism</u>
Areas of Certification <u>Early Childhood - Learning</u>	<u>Software Tech. for Sp. Ed</u> <u>Software for IEP's</u> <u>Sec. Gifted Coord.</u>
Name of Interviewer <u>SGood</u>	
Date of this Interview <u>05-03-04</u>	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Standards - great support to differentiate instruction, move along continuum to meet indiv. needs Flexibility based on instructions					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Know students abilities - every child's high quality of work is different Set expectations - very clear, very clear consequences - self-fulfilling prophecy					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: Everyone's cooperation - acceleration, compacting needs met daily Variety of methods of instruction - mentioned Blooms Change process or delivery, content and product Can't be successful in today's workplace unless capable to work with tech.					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: Plan to get Masters in Gifted Ed (on-line) Integrity - to build honest and truthful relationship with parents Conf - + trusting Team Work - build politics need to create a strong program Annual GLEP survey is interview of					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS: follow dress on GLEP letter or phone call					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

1 / 1

22/24

24

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EMPLOYMENT INTERVIEW ANALYSIS

<u>REBECCA KELLY</u> Name of Applicant	<u>GIFTED</u> Position Applied for
<u>EARLY CHILDHOOD</u> Areas of Certification	
<u>Nickie Cherryman</u> Name of Interviewer	
<u>5/3/04</u> Date of this Interview	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS:					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ 1 /1

☒ 23 /24

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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Betty Kelly</u>	Position Applied for <u>Gifted</u>
Areas of Certification _____	
Name of Interviewer <u>Heller</u>	
Date of this Interview <u>5/3/04</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <u>Individualize - continuous - what they need - Assessment - Basis for Instruction - Drives Instruction</u>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <u>Every student's work is at a high quality - at different level - Very clear expectations -</u>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <u>Biggest Program - Program - Chapter 1C Depends on Philosophy & Missions</u> <u>The whole District Most Effective the entire District Support</u> <u>Most Effective - is a variety to meet all needs Bloom</u> <u>Taxonomy -</u> <u>Technology - It cannot be under estimated - Every student - Software</u> <u>remedial</u>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: Master's Degree - Access hrs., 48 40 hrs. - <u>Integrity</u> - Bld. honest & trusting relationships with Parents/Alone/ <u>Confidentiality</u> - Can't release names - GTEP Program of study on only be accessed by people who need to know Then Work - makes or breaks it the GTEP Program all people					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4 Bay Tate & have curiosity.
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: Grad. - Lock Haven - EC - MS. - Pullout Program - Assessing needs Autism - 1.5 yrs. - Solomon Tech - Confidentiality Designing paper - Liaison - GTEP - Allegheny, Conn. Valley, Pennsylvania, Attorney, Gifted					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

/1

/24

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EMPLOYMENT INTERVIEW ANALYSIS

<u>Amy Szalewicz</u> Name of Applicant	Position Applied for
<u>EI. Ed + Early Childhood.</u> Areas of Certification	
<u>D. STANTON</u> Name of Interviewer	
<u>3.4.04</u> Date of this Interview	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Very Thorough</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Warm + Welcoming flexible space positive classroom modeling</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>Exceeded</i>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates. ✓	4
COMMENTS: <i>Balanced Literacy Prose - Poetry</i>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits. ✓	4
COMMENTS:					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate. ✓	4
COMMENTS: <i>Energetic Self-confident</i>					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

/1

/24

25


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EMPLOYMENT INTERVIEW ANALYSIS

Name of Applicant <u>Amy Szalensky</u>	Position Applied for <u>Elementary Childhood working on Reading</u>
Areas of Certification <u>Team B</u>	
Name of Interviewer <u>3/4/07 8:00 AM</u>	
Date of this Interview <u>3/4/07 8:00 AM</u>	

TRAITS	1 UNSATISFACTORY	2 SOME DEFICIENCIES EVIDENT	3 SATISFACTORY	4 EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <u>checklist for Khy at Sal.</u> <u>was aware of all. some gaps</u>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <u>(4) met needs of indiv</u>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <u>(3) informal & formal, observation, writing, check book</u> <u>(6) prompt, domain, using, heavy, multi-habit rule problem, (2) did really hit robotic items.</u>					

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: ① Has been & will continue to increase it. 3. Intensely - Confidently - good Team Work = working together - missed the not always agree					
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS: Very well groomed					
POISE/ PERSONALITY/ COMMUNICATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: 					

Previous long-term experience in the district (90 days in same position) with satisfactory performance

☐ / 11

☐ 24 / 24

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EMPLOYMENT INTERVIEW ANALYSIS

<i>Amly Sepulveda</i> Name of Applicant	Position Applied for
<i>Elem. Early Childhood (masters in reading)</i> Areas of Certification	
<i>Team B</i> Name of Interviewer	
Date of this Interview	

	1	2	3	(4)	RATING
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>excellent candidate</i>					
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: <i>taken days - change throughout year</i>					
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS: <i>brief</i>					